

Building a  
Circular Economy

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2025  
Sustainability  
Report

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**PELI**  
**BIOThERMAL™**



2025  
Sustainability  
Report

# Table of Contents

Chapter 1 <b>About Us</b>	<b>3</b>
Chapter 2 <b>Message From Our CEO</b>	<b>6</b>
Chapter 3 <b>Our Approach to Sustainability</b>	<b>7</b>
Chapter 4 <b>New Products and Collaboration</b>	<b>15</b>
Chapter 5 <b>Materiality Assessment</b>	<b>17</b>
Chapter 6 <b>Looking Forward and KPIs</b>	<b>19</b>
Chapter 7 <b>The Road Ahead</b>	<b>23</b>

# About Us

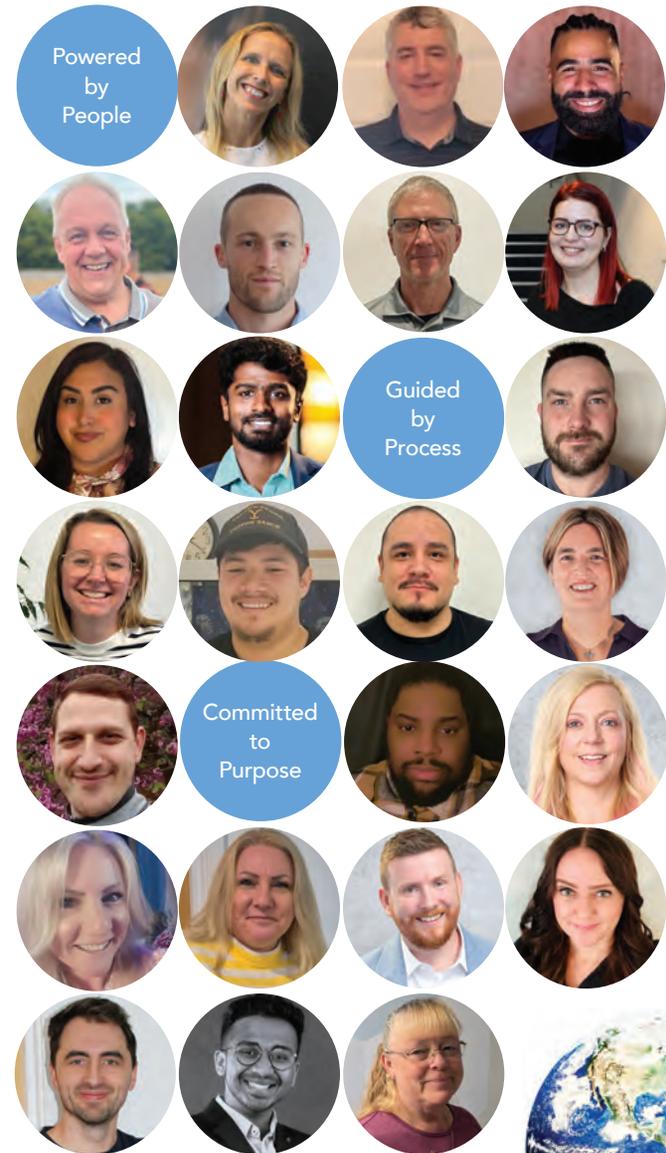
At Peli BioThermal, we're building a circular economy—together. We are the global leader in advanced temperature-controlled packaging for the life sciences, powered by people. Together with our employees, partners, and customers, we support a circular economy by designing solutions that reduce waste, extend product life, and improve lives.

We ensure that even the most delicate biological materials arrive intact, effective, and ready for use at every step of the distribution chain—no matter the challenges of the external environment. Circularity drives our product development: reusing products and materials, minimizing waste, extending product life, and recovering value from end-of-life assets.

Our latest business acquisition, evo®, furthers our mission of offering more sustainable cold-chain solutions. Along with our existing portfolio and recent products such as Crêdo Vault™ bulk shipper and Vêro One™ dry ice shippers, we are solving the toughest delivery challenges, helping save lives, and empowering customers and suppliers in making circularity part of their own operations.

For more information, visit [pelibiothermal.com](http://pelibiothermal.com).

<b>1</b> Global Headquarters	<b>17</b> Service Centers	<b>4</b> Production Plants and Laboratories (ISO9001, ISO17025)	
<b>360</b> Global Employees	<b>190</b> Countries Served	<b>12</b> Local Distributors	<b>38</b> Training Hours Per Employee



# Our Priority, Saving Lives

With every shipment, we know that a life is on the line. That's why we are passionate about providing the highest quality shippers on the market. But we also see every package as an opportunity to reduce environmental impact.

Our dedication to circularity and sustainability is built on three commitments:

**TAKING ACTION** – ensuring that we are constantly innovating to reduce our environmental footprint and contribute to a low-carbon future

**BEING ACCOUNTABLE** – holding ourselves to high standards, from regularly tracking and reporting our sustainability progress to setting measurable goals

**FORGING PARTNERSHIPS** – partnering with employees, suppliers, communities, governments, nonprofits, and industry leaders to build a network and shared commitment to sustainability



# 2025 Key Achievements – At a Glance

Strengthening circularity across our enterprise



Through the acquisition of evo, we expanded into cryogenic liquid nitrogen shipping, enabling the safe delivery of cell and gene therapies to patients worldwide while advancing more responsible and sustainable distribution across the life sciences supply chain.



Made significant progress toward Sustainable Development Goal (SDG) 13 – reducing fossil-fuel use, improving manufacturing efficiency, investing in energy-efficient solutions, increasing recyclability, and more.



## Launched new products



Crêdo Vault™, Vêro One™, and an expanded CrêdoGO™ offering meet customer needs while aligning with our ESG mission.

Earned the prestigious EcoVadis Silver Medal, placing Peli BioThermal in the top 15% of companies worldwide that demonstrate excellent sustainability performance.

**10+**  
Employee programs

Conducted 10+ employee programs aimed at improving employee mental health, professional development, recognition, empowerment, work culture, and more.



SCIENCE  
BASED  
TARGETS

Committed to the Science Based Targets initiative (SBTi), a partnership with ambitious greenhouse gas reduction goals.

# Message from our CEO

## Driving growth and increased sustainability commitment

At Peli BioThermal, sustainability is not a constraint, but a source of competitive advantage that enables us to grow, scale, and create lasting value. Highlights in 2025 include our expansion through acquiring evo, a cryogenics shipping leader that expands our cold-chain portfolio. The move integrates evo products within our sustainable solutions and gives customers more options to improve efficiency and reduce waste. We brought new products to market—Crêdo Vault, Vêro One, and an expanded CrêdoGO offering—that meet evolving customer needs while staying true to our mission of creating more sustainable cold chain solutions.

We also committed to the Science Based Targets initiative, a partnership which helps companies set ambitious greenhouse gas reduction goals aligned with the latest climate science. Throughout the year, we continued to make tangible progress toward our decarbonization goals by reducing fossil-fuel use in our facilities, improving manufacturing efficiency, investing in energy-efficient solutions, developing new materials, collaborating on smarter product use, and increasing recyclability. In fact, we earned the prestigious EcoVadis Silver Medal, placing us in the top 15 percentile of companies showing excellent sustainability performance.

In 2026, we plan to build on our incredible momentum—leveraging our expanded capabilities, our talented people, our innovation pipeline, and our strong partnerships to accelerate growth while ensuring ESG practices remain at the center. Our people are our greatest strength in accomplishing this goal. By investing in training, encouraging innovative thinking, and fostering a culture of inclusion and accountability, our people can contribute meaningfully to our business success while achieving personal career goals.

That's why we chose Building a Circular Economy—Together for this year's report theme. Across our enterprise and value chain, we believe every person can play an active role in helping us achieve closed loop, sustainable operations essential to a healthy planet and vibrant, strong communities.

Sincerely,



Sam Herbert, Chief Executive Officer



The pressure on pharmaceutical companies and their supply chain partners to decarbonize, embrace circular-economy principles, and reduce environmental impact continues to grow. **It's a challenge we welcome.**

# Our Approach to Sustainability

Our environmental, social, and governance (ESG) policies aren't just fundamental to our business strategy. These guiding pillars ensure that sustainability is a part of everything we do—from environmental impact and employee well-being to our company's global accountability.



Pillar 1

## Environmental



Pillar 2

## Social



Pillar 3

## Governance



Sustainability Pillar 1

## Environmental

### SDG 12: Responsible Consumption and Production Closing the loop on waste and resources

Our people question every part of our processes and ask: how can we make it better, for our customers, our partners, and the planet? We're proud of the steps we've taken toward a circular economy—and are committed to going even further.



#### Recyclable dry-ice shippers

A great example of how Peli BioThermal innovation is driving cold chain sustainability: in 2025 we launched Véro One, a single-use dry ice shipper designed for curbside recycling. Véro One provides a practical alternative where reusable packaging is not feasible, combining reliable temperature performance with improved end-of-life recyclability to help customers reduce waste and support circular material flows. (Learn more about Véro One on p. 15)



#### Packaging material circularity

Through close collaboration with key supplier Corplex, Peli BioThermal is advancing more sustainable packaging by integrating 30% recycled-content polypropylene into selected products. This partnership strengthens our material circularity while maintaining the performance essential for the cold chain. By working together on responsible sourcing and future recycling innovations, we're building a more resilient, lower-impact supply chain.



Sustainability Pillar 1

## Environmental

### SDG 12: Responsible Consumption and Production Closing the loop on waste and resources



#### Tree preservation and planting

Peli BioThermal is reducing paper use and supporting tree preservation through operational changes and targeted planting. High-efficiency hand dryers at two sites save an estimated 20 trees annually, with expansion planned company-wide. We are transitioning to recycled paper across all locations and planting trees with intention, choosing more costly mature trees over less hardy seedlings to prioritize long-term survival and offset remaining virgin paper use until it is eliminated from our operations.



#### Closed-loop pallets

Since 2024, we have diverted more than 2,300 wooden pallets from landfills by operating a closed-loop system of drop shipping pallets to suppliers, reusing for inbound materials, and cycling out with outbound shipments. In 2025, we went even further by introducing a high performance, lighter weight plastic pallet that lowers weight—and leaves a smaller carbon footprint—for every shipment. (Learn more about suppliers on p. 14)



#### EcoVadis Silver Medal

Peli BioThermal earned a Silver Medal from EcoVadis, the world's most trusted provider of business sustainability ratings. This achievement represents a milestone in our sustainability journey, advancing from the Bronze rating received in 2024. The EcoVadis Silver distinction places Peli BioThermal in the top 15 percentile of more than 100,000 global companies evaluated for environmental impact, labor and human rights, ethics, and sustainable procurement.

Our company was also recognized as Runner Up in the Energy & Sustainability category at Make UK's 2025 Manufacturing Awards and named a 2025 G75 Green Supply Chain Partner by Inbound Logistics.



Sustainability Pillar 1

## Environmental

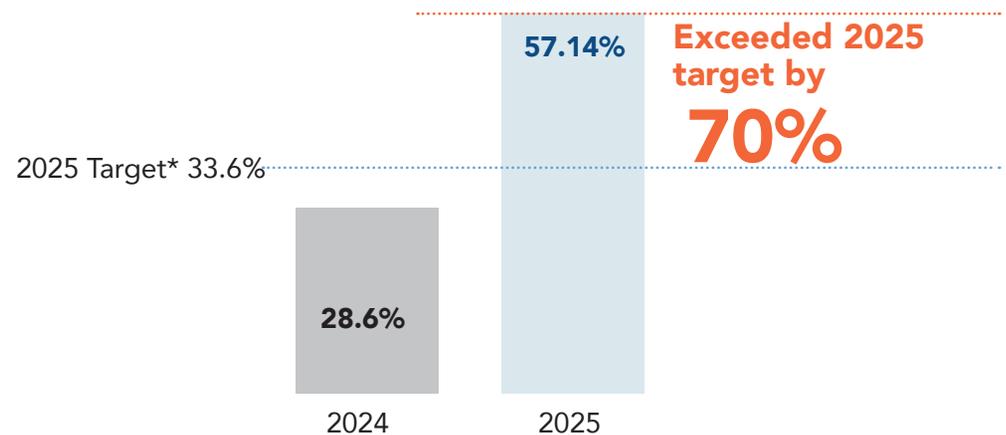
### Decarbonization (SDG 13: Climate Action) Increasing renewable energy 5% annually

Embracing renewable energy, which does not produce carbon emissions, is key to our ongoing efforts in combatting climate change.

We are committed to increasing the proportion of renewable energy use across Peli BioThermal's manufacturing sites and service centers by 5% annually.

This means that every year we make tangible, measurable progress in reducing our reliance on fossil fuels and increasing our use of cleaner, renewable sources.

### Renewable electricity use nearly doubles year over year



\*2025 target reflects our annual goal of increasing renewable electricity by 5% year over year.

In 2024, we achieved 100% renewable electricity at our sites in Leighton Buzzard (UK) and Valencia (US). This marked an important achievement in our decarbonization journey, but we are not settling for making changes at a few locations. In 2025, we increased renewable energy another 28.6% across the enterprise, transitioning two of our U.S. locations to 100% renewable—Albuquerque, NM and Indianapolis, IN—with plans to continue in the future.





Sustainability Pillar 1

## SDG 12 & 13 Driving circularity at the local level

Sustainability at Peli BioThermal isn't limited to a single role or siloed team—it's everyone's responsibility. Small but meaningful lasting changes can come from anywhere in the organization, and we build on our own passion for positive change.

### Environmental

#### Saving every drop

Tom Bassett, a Peli BioThermal maintenance engineer at the Leighton Buzzard (UK) location, noticed that during weekly sprinkler tests the waste cooling water from the pumphouse engine was drained into the parking lot—a loss of more than 2,600 gallons of water (10,000L) per test, with about 50 tests run each year.

Tom proposed a simple, ingenious solution: re-route at the elbow 180-degrees and plumb the water up the side of the tank running alongside the water main supply line, returning this precious resource to storage. The solution was also relatively inexpensive and offset by water cost savings within two years.

“When you see waste like that every week, you want to fix it. This was an easy win.”

Tom Bassett, Maintenance Engineer



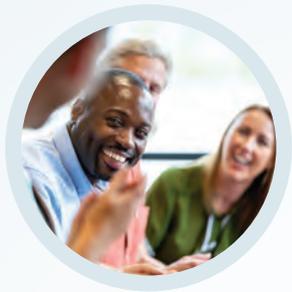
#### Turning the lights off

You might turn the lights off when you leave a room at home—why not do that at work? Lorraine Seaton, a CPMS Supervisor at our Leighton Buzzard location, asked the kitting room team to start turning the lights off every time the room would be left unattended. The kitting area changed from having lights on eight hours a day, to reducing lighting runtime by approximately 83 hours per year. This one small process change saves 55.456 kwh, reducing CO2 by approximately 114 pounds (52 kg) per year.

“Sustainability isn't always about big projects. Sometimes it's just paying attention and doing the right thing, every day.”

Lorraine Seaton, CPMS Supervisor





Sustainability Pillar 2

## Social

### SDG 4: Quality Education SDG 8: Decent Work and Economic Growth Putting employees and communities in the center

Sustainability goes beyond protecting the planet; it's about creating real-world change for individuals, cultures, and communities that live here.



#### Self-learning opportunities

Peli BioThermal uses DayForce Learning, a global human resources leader, to support our ESG goals by enabling consistent, scalable employee training across operations. The platform helps us build awareness and accountability around safety, ethics, and environmental responsibility, while supporting skills development. By investing in continuous learning, we support employee growth, the success of our sustainability programs, and long-term operational resilience.

#### Community engagement

Social responsibility extends beyond our own employees to the communities where they live and work. That's why we support local initiatives such as blood drives, environmental cleanups, and other charitable efforts. In 2025, as part of our Community Days, we collected 48 pounds of trash for a garbage pick-up on a single service day and accumulated 90 pounds of food for a food drive service day.



#### Recognition—and relaxation

In 2025, we found more ways to acknowledge and reward our employees' contributions by hosting an Employee Recognition Day—filled with free gifts, snacks, and games—recognizing International Women's Day, and launching the Peli Impact Award. The Peli Impact Award recognizes innovative, results-driven employees who go the extra mile in making Peli BioThermal a great place to work. We also filled the calendar with fun seasonal events, including Summer of Fun and 12 Days of Holiday Cheer.





Sustainability Pillar 2

## Social

### Inclusion, equity, and diversity

In 2025, we strengthened our commitment to an inclusive workplace by embedding equity and belonging into leadership development, team practices, and employee engagement. We continue to create an environment where diverse experiences inform decisions, collaboration thrives, and every employee can contribute and grow.

### Employee voices and mental health

Employee well-being and voice are essential to our social commitment. Through regular surveys, open feedback channels, and monthly HR-led roundtables, employees help shape decisions on health, safety, culture, and workplace practices. Peli BioThermal also offers Lyra, a workplace mental health platform that gives employees and their families access to licensed therapists, support for stress, anxiety, depression, and care navigation. By prioritizing mental health and listening actively, we foster an inclusive, supportive, and healthier global workforce.

### Work-life balance

Peli BioThermal's dedication to inclusivity was recognized for the second consecutive year by the New Mexico Family Friendly Business Award at the Platinum level—its highest distinction—for our Albuquerque site. This prestigious honor underscores our commitment to flexible work schedules, parental leave, and childcare support. We consider these policies essential to supporting and enriching the lives of all employees, their families, and the communities they live in.



PELI  
BIOTHERMAL™  
Change  
Makers

## People who make work better

“ChangeMakers is about empowering our people, and this team has created real momentum. We’re turning good intentions into action.”

**Denisa Suci,**  
Quality Assurance Manager and ChangeMakers Leader



In 2025 our Sustainability Team and Culture Club united as the ChangeMakers, bringing greater focus, coordination, and momentum to our social responsibility efforts. The goal of ChangeMakers is to ensure Peli BioThermal is not only a strong business and great place to work, but also a responsible one. This volunteer group organizes programs and events in addition to their day-to-day responsibilities, and we are deeply grateful for their commitment to strengthening our work culture.



Sustainability Pillar 3

## Governance

### New ISO 14001 Certification

We continue to make the critical sustainability changes required for meeting ISO 14001, the international standard for environmental management systems. In 2025, our Leighton Buzzard (UK) site became certified to ISO 14001, and we are actively preparing our Maple Grove and Albuquerque (US) sites for future third-party certification audits. Earning and maintaining ISO 14001 certification requires disciplined environmental management processes and coordinated effort across teams.

## Accountability and Transparency

### Our supply chain: a catalyst for change

Sustainability and strong governance require a value-chain perspective, which we uphold through our Supplier Code of Conduct, global standards, and responsible business practices.

### Dedicated Sustainable Procurement

All Peli BioThermal suppliers are required to comply with our Supplier Code of Conduct. In 2025, we committed to significantly improving this process. We began by investing in a new sustainable procurement role to champion our sustainability strategy and collaborate with suppliers on improving their ESG performance. Implementing this stronger governance structure ensures that our sustainability goals are embedded in supplier selection, contracts, KPIs, RFPs, and QBRs with on-going risk assessments. One of the first tasks for sustainable procurement included an assessment that gave us actionable, granular data on sustainability performance and potential risks across our supply chain:

#### Supplier ESG assessment

We asked key suppliers and partners to complete a comprehensive ESG assessment. Through direct engagement and the integration of ESG discussions into purchasing processes, participation increased significantly. 85% of suppliers completed and signed the assessment to date, and results indicate that most are already actively engaged in ESG practices.

#### Collaboration and small-business support

The assessment process has strengthened collaboration and enabled practical progress. Among lower-scoring respondents, most missed points due to a lack of formal policies or resources. We are working closely with these suppliers—particularly smaller, local partners—to address gaps such as formal policies and governance, and several have already implemented improvements. These discussions have also led to joint initiatives, including closed-loop logistics solutions, increased recycled material use, and more efficient ordering and production practices that reduce waste.

**Our sustainable procurement role connects traditional purchasing with ethical suppliers and ensures a supply chain that's resilient against social, environmental, and political change.**

# 2025 Product Launches Advance Cold Chain Sustainability and Protect Patient Needs



## Crêdo Vault™

### More Sustainable Bulk Shipping

Crêdo Vault safeguards life-saving treatments across complex global distribution networks with reliable thermal performance, flexible temperature ranges, and real-time visibility and design that reduces carbon emissions.

- Shipping efficiency: lightweight shell cuts freight costs and reduces CO2 impact
- Reusable system: rental only, for reduced waste with a range of one-way options
- Volume optimization: four containers per aircraft PMC improves environmental efficiency



## CrêdoGO™

### Lower Impact, High-Volume Shipping

CrêdoGO provides proven thermal performance, modular efficiency, and a reusable design that flexes to fit commercial pharma operations. CrêdoGO was designed not just to protect patients and products, but to streamline operations and support sustainability goals.

- Shipping efficiency: modular design maximizes payload space
- Reusable system: lasts 5+ years with standard use
- Patented Thermal Isolation Core (TIC): supports material efficiency and reduces risk of product waste



## Vêro One™

### Recyclable Dry Ice Shipping Parcel

Vêro One™ is an innovative, recyclable dry ice shipping system that delivers reliable protection for temperature sensitive therapies while lowering costs, simplifying logistics, and reducing environmental impact.

- Shipping efficiency: lowers freight fees and reduces carbon emissions
- Lightweight build: minimizes paper and packaging waste
- Curbside recycling: one-way use with no container return needed

Our people apply Life Cycle Assessments and CO2 modeling tools to help reduce emissions and bring circularity into product innovation.



# Collaboration Advances Cold Chain Sustainability

Marken—a global clinical logistics provider supporting centralized laboratories, high-volume sample movements, and temperature-controlled biopharma shipments—partnered with Peli BioThermal to modernize multiple components of its packaging infrastructure.

This multi-product transformation overcomes several unique operational challenges to create more sustainable, flexible dry ice shipping solutions tailored to the demands of deep-frozen transport. The result is Marken InfiniDI® reusable dry ice packaging, now used in Peli BioThermal’s high performance platform that includes Crêdo Vault, Vêro One, and Crêdo Cube dry ice.

Together, they strengthened thermal performance, improved safety, enhanced supply chain resilience, and enabled sustainable growth across a global network. This multi-product engagement demonstrates the impact of aligning real-world operational insight with engineering innovation to build cold chain solutions that scale.



“Our new solution requires less dry ice and re-icing touch points, while maintaining temperatures that safely move lifesaving products around the world.”

Sam Herbert, CEO

90% waste reduction

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50% dry ice reduction



# Materiality Assessment

## Circularity informed by people

A comprehensive feedback process helps us discover the most pressing ESG concerns to shape sustainability and business practices that deliver the highest benefit for all.

As in recent years, our 2025 materiality assessment was a comprehensive process that involved engaging with key stakeholders, including employees, customers, and suppliers. We evaluated their feedback alongside industry trends, regulatory requirements, and emerging environmental challenges to determine which sustainability topics are most significant. This process helps us align our sustainability initiatives with the expectations of our stakeholders and the long-term needs of our environment.

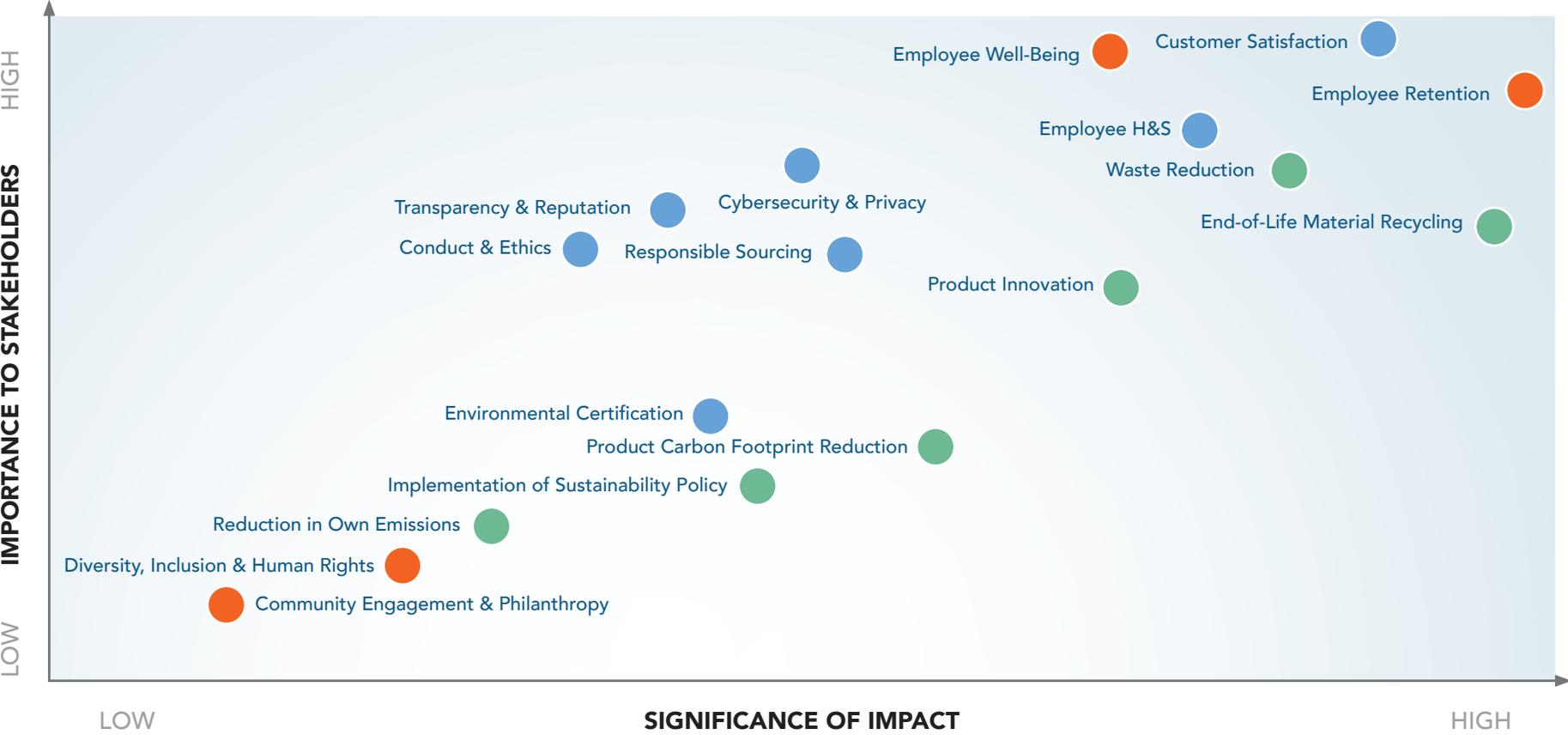
KEY FINDING:  
**People,  
customers  
& planet  
matter most**

The materiality assessment explored sustainability priorities shaped by the voices and experiences of our people and stakeholders, spanning community engagement, diversity, equity, and inclusion, employee well-being, product stewardship, and end-of-life material recycling. Among several topics, customer satisfaction, employee well-being, waste reduction, and end-of-life material recycling were considered high priorities. We will continue to support all environmental, social, and governance areas, using this invaluable feedback to refine and guide our efforts in ways that keep our people, our planet, and our business strong.



# Materiality Matrix

A visual representation of how our diverse group of stakeholders rate the importance of key topics shaping our sustainability strategy.



- Environmental
- Social
- Governance

## Looking Forward and KPIs

While we are very proud of the progress we made in 2025, we know there is more challenging work ahead of us to ultimately achieve carbon neutrality and meet other ambitious environmental, social, and governance goals. The following sustainability goals will shape the next chapter in our sustainability journey, along with specific KPIs to ensure measurable, steady progress.

### Goals and objectives for a bold 2026

#### Earn Ecovadis Gold

After earning Bronze in 2024 and Silver in 2025, we aim to achieve EcoVadis Gold, positioning us among the top 5% of companies assessed worldwide for sustainability performance.

#### Achieve ISO 14001 certification at Maple Grove site

Building on recent successful ISO 14001 certifications, Maple Grove will advance its environmental management system toward certification.

#### Maintain 5% annual increase in renewable energy use

Additional facilities will be transitioned to renewable electricity sources and, along with other energy-saving projects, support our reduction goal.

#### Validate SBTi target

We will submit our emissions inventory, methodology, and supporting data for independent third-party validation of our science-based target.

#### Meet waste reduction objectives

According to defined goals, we will execute targeted waste reduction initiatives and measure progress.

#### Increase recyclability capabilities across all sites

Expanded recycling infrastructure and site-level programs will support increased material recovery across all facilities.

#### Expand use of innovative materials to reduce product carbon footprint

We will support new product design and pursue supplier collaboration to lower embodied carbon and improve sustainability performance.



# Key Performance Indicators

## Circularity driven by data

At Peli BioThermal, we believe that what gets measured gets improved. Our key performance indicators (KPIs) are a critical part of our sustainability strategy. Sharing them supports transparency and accountability while enabling us to track progress and identify areas for improvement as we work toward our sustainability goals.

THEME	TOPIC	DISCLOSURE	2025	2024
Environment	Energy consumption	Total energy consumption (GJ)	29,370.2	27,593.67
Environment	Energy consumption	% of the renewable power in all facilities	57.14%	28.60%
Environment	Energy consumption	Fuel consumption from natural gas	1,879.8 GJ	2,981.79 GJ
Environment	Energy consumption	Total renewable energy consumption (GJ)	18,161.95	5,906.87
Environment	Water consumption	Total amount of water recycled and reused (m3)	288	0
Environment	Water consumption	Total water consumption (m3)	7,160	8,057.62
Environment	CO2 emissions	Scope 1 - total gross emissions (tCO2eq)	245	403.28
Environment	CO2 emissions	Scope 2 - total gross emissions (tCO2eq)	2,322.85	2,336.15
Environment	CO2 emissions	Scope 2 emissions - location based (tCO2eq)	2,322.85	2,336.15
Environment	CO2 emissions	Scope 2 emissions - market based (tCO2eq)	1,431	2,176.26
Environment	CO2 emissions	Scope 3 emissions total * (tCO2eq)	49,621.86	no data
Environment	Waste	Total non-recycled waste generated (tonnes)	401	606.73
Environment	Waste	Total weight of non-hazardous waste (tonnes)	1,064.47	985.68
Environment	Waste	Total weight of hazardous waste (tonnes)	175.53	157.91
Environment	Waste	Total weight of waste (tonnes)	1,240.1	1,143.59
Environment	Waste	Total weight of waste recovered (tonnes)	522	342.13
Environment	Waste	Total landfill (tonnes)	207.4	264.4
Environment	Waste	Total recycled (tonnes)	568.4	563.4
Environment	Waste	Weight of WEEE collected (kg)	4,800	0
Social	Employees	Total number of employees	516	411
Social	Employees	Total number of FTEs	360	303
Social	Employees	Total number of training hours	14,136	17,152

## Key Performance Indicators (continued)

THEME	TOPIC	DISCLOSURE	2025	2024
Social	Employees	Average number of training hours per employee (FTE)	38	58
Social	Employees	Percentage of direct employees covered by a living wage benchmarking analysis (%)	100	100
Social	Employees	Percentage of direct employees paid below living wage (%)	0	0
Social	Employees	Percentage of employees responding to survey (%)	89	84
Social	Health and Safety	Number of fatalities as a result of work-related injuries and ill health (days)	0	0
Social	Health and Safety	Number of work-related ill health	0	0
Social	Diversity and Inclusion	Employees by age - under 30 years old	72	26
Social	Diversity and Inclusion	Employees by age - 30-50 years old	255	132
Social	Diversity and Inclusion	Employees by age - over 50 years old	151	85
Social	Diversity and Inclusion	Employees by gender - male	217	142
Social	Diversity and Inclusion	Employees by gender - female	143	104
Social	Diversity and Inclusion	Number of women C-suite employees	0	1
Social	Diversity and Inclusion	Percentage of women at top management level (vice president level) (%)	40	44.4
Social	Diversity and Inclusion	Percentage of women at top management level (director level) (%)	31	31
Social	Diversity and Inclusion	Number of incidents of discrimination reported	1	2
HR KPI	Equal Employment Opp	Promotion - Percentage of annual promotions in relation to headcount (%)	6.13	5.1
Governance	Ethics	Business ethic review	4	1
Governance	Ethics	Percentage of employees trained in cyber security (%)	100%	64%
Governance	Ethics	Number of confirmed corruption incidents	0	0
Governance	Ethics	Numbers of convictions for violations of anti-corruption and anti-bribery law	0	0
Governance	Ethics	Number of reports related to whistleblower procedure	0	2
Governance	Ethics	Code of conduct training completion rate (%)	68.00%	no data
Governance	Ethics	New hire code acknowledgement rate (%)	58.00%	no data
Governance	Ethics	Ethical decision confidence survey score	78.00%	no data
Governance	Ethics	Values alignment score survey	77.00%	no data
Governance	Ethics	Ethics reporting rate (per 100 employees)	0.01%	no data
Governance	Ethics	Repeat issue rate (%)	20.80%	no data
Governance	Ethics	Retaliation allegation rate (%)	0	no data
Governance	Ethics	Substantiated retaliation cases	0	no data

## Key Performance Indicators (continued)

THEME	TOPIC	DISCLOSURE	2025	2024
Governance	Ethics	Average time to case closure (days)	7	no data
Governance	Ethics	Substantiated violation rate (%)	0	no data
Governance	Ethics	Harassment & bullying incident rate	0	no data
Governance	Ethics	Time to interim safeguards (days)	1	no data
Governance	Suppliers	Critical findings related to ESG audits	0	0
Governance	Suppliers	Critical findings related to supplier quality audits	0	0
Governance	Suppliers	Supplier audits related to quality audits	2	5
Governance	Suppliers	Supplier audits related to ESG audits	2	3
Governance	Suppliers	Percentage of suppliers signed PBT Code of Conduct (%)	85	40
Governance	Suppliers	Percentage of suppliers assessed for ESG performance (%)	82	59
Governance	Suppliers	Percentage of suppliers with public Sustainability Reporting/Eco Vadis/CDP etc. (%)	29	28
Governance	Suppliers	Percentage of suppliers with GHG data available (%)	2	0
Governance	Suppliers	Number of suppliers with sustainability requirements in contracts	3	0
Governance	Suppliers	Number of suppliers actively engaged in ESG improvements initiatives	50	<5
Governance	Suppliers	Number of suppliers with sustainability in QBR discussions	7	0

\* excluded WTT calculation in Scope 3



# The Road Ahead

Circularity is not a single product, program, or metric—it is a collective commitment shaped by people, partnerships, and purpose.



At Peli BioThermal, circularity lives in the decisions we make every day: how we design products, how we operate our facilities, how we collaborate with suppliers, and how our people identify opportunities for positive change, large, and small.

Our engineers, operators, suppliers, customers, and community stakeholders all play a role in extending product life, reducing waste, lowering emissions, and protecting the therapies patients depend on. From global strategy to local action, circularity is embedded not just in our designs—but in our culture. As we look ahead, our ambition is clear. We will continue to grow, to innovate, and to lead—while keeping people at the center and circularity as our guide. Because creating a more sustainable cold chain is not something we do alone. **We are Building a Circular Economy—Together.**



[pelibiothermal.com](http://pelibiothermal.com)

GLOBAL HEADQUARTERS:

10050 89th Avenue North  
Maple Grove, MN 55369  
United States  
1 (763) 412-4800



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